



**DEPARTMENT OF THE NAVY**  
**COMMANDER MILITARY SEALIFT COMMAND**  
**914 CHARLES MORRIS CT SE**  
**WASHINGTON NAVY YARD DC 20398-5540**

REFER TO:  
COMSCINST 1414.2B  
N00A

COMSC INSTRUCTION 1414.2B

Subj: ENLISTED SURFACE WARFARE SPECIALIST QUALIFICATION

Ref: (a) OPNAVINST 1414.1 (series)

1. Purpose. To issue requirements for qualification and designation of enlisted personnel as Enlisted Surface Warfare Specialists (ESWS) onboard Military Sealift Command (MSC) ships. This instruction is a substantial revision and should be reviewed in its entirety.

2. Cancellation. COMSCINST 1414.2A

3. Discussion. Attainment of ESWS designation signifies that a Sailor has achieved a level of excellence and proficiency in surface ships. The ESWS insignia signifies that the Sailor is competent in his/her rate and has acquired additional general knowledge that enhances their understanding of war fighting, mission effectiveness, and command survivability. Sailors who wear the ESWS insignia stand out as significant contributors to the Surface Force. ESWS qualification may only be obtained through the formal qualification program set forth in reference (a) and this instruction. The ESWS qualification requires a formal, shipboard program of the highest standards. Command Master Chiefs for Commander, Sealift Logistics, Atlantic (COMSEALOGLANT) and Commander, Sealift Logistics, Pacific (COMSEALOGPAC) are both designated as ESWS Coordinators for their respective ships and are directly responsible to the Chief of Naval Operations, Directed Command Master Chief (CNOCM), Military Sealift Command, Headquarters for their respective ESWS programs. For the purpose of this instruction, the title of Commodore refers to COMSEALOGLANT and COMSEALOGPAC respectively and the title Command Master Chief (CMC) refers to the Command Master Chiefs assigned to COMSEALOGLANT and COMSEALOGPAC respectively.

4. Action

a. The CNOCM shall:

(1) Ensure compliance with reference (a) and this instruction through the CMCs.

(2) Provide direction and guidance when needed or required.

(3) Liaison with Force and Fleet Master Chiefs on ESWS matters.

(4) Maintain an overall MSC ESWS report.

(5) Keep the Commander, MSC informed and updated on ESWS issues.

b. The Command Master Chief shall:

(1) Approve all respective ESWS programs, in writing.

(2) Oversee respective ESWS programs and ensure compliance with reference (a) and this instruction. Those ships that fail to conduct a credible ESWS program will have their program terminated until they can comply with reference (a) and this instruction.

(3) Approve written ESWS examinations.

(4) Submit a monthly report to MSC CNO-Directed Command Master Chief for each ship by pay grade, number of Sailors enrolled in the ESWS program, number qualified, and the number of Sailors transferring without completing the program.

c. The Ship's Master shall:

(1) Support ESWS training requirements and qualification board membership.

(2) Ensure training is conducted by an authorized person.

d. The Ship's Senior Enlisted Leader shall:

(1) Administer the ESWS program in accordance with reference (a) and this instruction.

(2) Coordinate with the Master and OIC to promulgate a Ship's Notice designating, by name, those individuals authorized to sign ESWS Professional Qualification Standards (PQS). All ESWS qualified/re-qualified personnel are eligible to sign ESWS PQS. Civilian Mariners (CIVMARs) are eligible to sign PQS in their respective areas of expertise. All ESWS qualified personnel, but not platform-specific qualified, are eligible to sign PQS in their respective areas of expertise and the ESWS core PQS.

(3) Submit a page 13 entry for each Sailor upon enrollment or disenrollment.

(4) Administer a written examination. Candidates must pass the written exam with a grade of 75 percent in order to participate in an oral board. The test will consist of 100 questions, produced locally and approved by the Command Master Chief.

(5) Conduct an oral board, as per paragraph 6f, for all candidates upon completion of prerequisite, ESWS core, and ESWS platform-specific PQS and successful completion of the written examination. The board will be chaired by the senior Surface Warfare qualified Chief, Senior Chief or Master Chief Petty Officer on board. If a qualified individual is not available, the Command Master Chief will coordinate the assignment of a chairperson. ESWS PQS (core and platform specific) and the ability to demonstrate shipboard knowledge should be used as the foundation for the examination. The oral board will make a recommendation of qualification to COMSEALOGLANT or COMSEALOGPAC through the ship's Officer in Charge (OIC)/Chief Petty Officer in Charge (CPOIC) and respective Command Master Chief. The Commodore will review the results and recommendations of the board and make final determination of ESWS qualification.

(6) Provide qualified members for the oral board.

(7) Request CIVMAR board members from the Master.

5. Eligibility. ESWS qualification recognizes the efforts of enlisted individuals trained in surface operations. ESWS qualification is mandatory for all active duty E-5 and above personnel who meet the eligibility requirements. Active duty E-4 and below personnel and enlisted selected reservists may qualify for ESWS qualification if they meet the eligibility requirements. Eligibility to attain the ESWS designation is limited to the following:

a. Enlisted personnel permanently assigned to a MSC vessel.

b. Enlisted personnel serving on type 2 or 4 sea duty, as defined by Navy Personnel Command, who are assigned to U.S. Navy afloat staffs, MSC afloat staffs, or commands that deploy aboard MSC vessels as members of a Military Detachment (MILDET).

(1) MILDETs must have the support of these ships and/or the ship's embarked staff as their primary mission.

(2) Staff or MILDET personnel must make a deployment of at least 90 consecutive days while embarked in a MSC vessel.

(3) Staff or detachments shall use the ESWS program of the ship in which they are embarked.

(4) Enlisted Selected Reservists (SELRES) who desire to qualify ESWS must be assigned, for a minimum of twelve months prior to qualification, to a Naval Reserve Unit which is, or whose gaining command is, a MSC vessel, U.S. Navy afloat staff, MSC afloat staff, or a command which deploys aboard a MSC vessel as members of a detachment and:

(a) Be in a satisfactory drill status.

(b) Complete at least three periods of shipboard Annual Training (AT) or an equivalent Active Duty Special Work

(ADSW) of which a minimum of two periods of AT or equivalent ADSW is on the same class of ship in which the member is qualifying.

6. Standards. Candidates for ESWS shall:

- a. Comply with eligibility criteria in paragraph 5.
- b. Complete at least 12 months of accumulated Type 2 or 4 duty prior to final qualification.
- c. Demonstrate effective leadership and directing ability, receive at least one observed evaluation, have an overall trait average of not less than 3.0 and be promotable or above during the most recent reporting period.
- d. Complete the following PQS for initial qualifications:
  - (1) Damage Control (NAVEDTRA 43119 SERIES). Complete Watchstations 301 through 308.
  - (2) Ship's Maintenance and Material management (3-M) Systems (NAVEDTRA 43241 SERIES). Qualification commensurate with pay grade.
  - (3) Complete all PQS for those watch stations, both inport and underway, to which members of the individual's particular rating and pay-grade would normally be assigned at that point in the ship's schedule (i.e. overhaul, pre-deployment phase, or deployment).
  - (4) Enlisted Surface Warfare Specialist (NAVEDTRA 43901 SERIES). Both core PQS and platform specific PQS shall be completed for ESWS qualification.
- e. Be recommended for ESWS qualification by their OIC/CPOIC.
- f. Display general knowledge of the ship's overall mission, engineering plant capabilities, combat systems, other mission-essential systems, and basic deck equipment through written

examination, hands-on demonstration of knowledge, and an oral examination by a multi-member board. The membership of this board shall include, at a minimum, a fully qualified member (ESWS qualified Sailor or CIVMAR) from each of the following departments:

- (1) Combat Systems (ESWS Qualified Sailor).
- (2) Engineering (Licensed CIVMAR).
- (3) Operations (ESWS Qualified Sailor).
- (4) Deck (Licensed CIVMAR).
- (5) Communications (ESWS Qualified Sailor or CIVMAR Communications Officer or CIVMAR Chief R/ET).
- (6) Supply (ESWS Qualified Sailor or CIVMAR Supply Officer/Assistant Supply Officer).

g. Detachments, afloat staffs, and SELRES personnel shall use the qualifying board of the ship in which they are embarked.

## 7. Amplifying Information

a. Final qualification must be documented on a Page 4 in the candidate's service record. Subsequent re-qualifications must also be documented. Documentation will include the type of platform on which the ESWS PQS was completed as outlined in paragraph 8b. Specifically, E5 and above personnel will have 18 months to complete initial ESWS qualification upon reporting or must demonstrate significant progress towards qualification. Member's reporting date will equate to the commencement date.

b. Significant Progress Towards. The term "Significant Progress Towards" is self-explanatory and should be utilized only in those rare instances when the Sailor was not able to meet the deadline through no-fault of their own (i.e. severe personal hardship/illness). The Commodore, with recommendation from the Command Master Chief, may grant "Significant Progress Towards" status and it should be documented on a Page 13. Due to the flexibility afforded by paragraph 6d(3), qualification should not be delayed due to a commissioned ship's operations schedule (i.e. during extensive overhaul periods).

8. Approval of Qualification

a. After satisfactory completion of the requirements within this instruction, the Commodore will determine approval of ESWS qualification with recommendation of the Command Master Chief.

b. When members have qualified or re-qualified for the ESWS designation, an entry shall be made in their service records as follows:

(1) Annotation on PQS qualification entry section of Page 4.

(2) Page 13 entry as follows: "(Date) Qualified (or re-qualified) as an Enlisted Surface Warfare Specialist (ESWS) (platform type) this date and assigned the Enlisted Surface Warfare (SW) designator."

c. The appropriate Diary Message Reporting System (DMRS) entry will be submitted by the cognizant personnel office for the qualifying command at the time of initial qualification.

d. The OIC/CPOIC is authorized to present the ESWS insignia (and optional certificate) upon approval of initial qualification. The attainment of ESWS should be recognized at an appropriate ceremony and relevant comments should be incorporated in the member's next evaluation.

9. Qualification Continuance. For active duty personnel, once qualification has been achieved, transfer to another afloat command will require renewal of qualification. For SELRES personnel, renewal of qualification will be required upon mobilization to an afloat command.

a. Transfers between same platform types. When an individual transfers between ships of the same type, the individual must re-demonstrate general knowledge of the ship's overall mission, engineering plant capabilities, combat systems, other mission-essential systems, and basic deck equipment through an oral demonstration of knowledge.

(1) A recommendation will be made to the Commodore via the Command Master Chief for final qualification.

(2) An individual renewing qualification on same type platform shall not be required to re-complete the platform specific PQS if previously completed. However, tailored platform specific PQS may be used to facilitate re-qualification.

(3) The individual renewing qualifications must update/re-qualify as required in section 6d.

(4) Commencement of ESWS renewal will be considered as the embarkation day for all previously qualified personnel.

(5) Completion of re-qualification must be documented on Page 4 in the candidate's service record per paragraph 8b.

(6) E5 and above personnel will have 12 months to complete ESWS re-qualification upon reporting. This time limit shall be adjusted to compensate for lost time through official off ship assignment during the first 12 months and should also be documented.

b. Transfers between ships of different platforms. When an individual transfers between ships of different types, the individual shall complete an initial qualification as outlined in paragraph 6.

10. Failure to Qualify. E5 and above eligible enlisted personnel, who fail to qualify within the required time limits, will have a Page 13 entered into their service record and the failure will be reflected in their next evaluation or fitness report.

11. Disqualification

a. Members previously qualified shall be disqualified by the Commodore if any of the following conditions exist:



(1) Failure to maintain Promotable status per the enlisted evaluation guidelines.

(2) Refusal to accept or perform duties afloat.

(3) Failure to complete ESWS re-qualification within prescribed time limits.

b. Formal notification of disqualification shall be recorded on a Page 13 in the member's service record as follows: "(Date) Failed to maintain qualification as an Enlisted Surface Warfare Specialist (ESWS) in that (include specific rationale for disqualification). Member has been informed that, as of this date, he/she is disqualified and is no longer authorized to wear the ESWS insignia or use the Enlisted Surface Warfare (SW) designator."

## 12. Silver Enlisted Surface Warfare Excellence Pennant

a. Ships with only E5 through E9 personnel who have been on board for over 18 months and are ESWS qualified, will be eligible to fly the Silver Enlisted Surface Warfare Pennant. For determining eligibility, PO3's who advance to PO2 will start the 18-month timeframe from the day of advancement rather than their report date.

### b. Procedures:

(1) When a ship meets the requirements to fly the Silver Enlisted Surface Warfare Pennant, the OIC/CPOIC will notify the Commodore, via the Command Master Chief, that all requirements have been met. The Commodore and Command Master Chief will validate the data and present the pennant to the ship.

(2) Ships will remain eligible to fly the pennant as long as the eligibility criteria are met. When eligibility ceases, the OIC/CPOIC will notify the Commodore, via the Command Master Chief, and the ship will cease to display the pennant.

c. The Silver Enlisted Surface Warfare Pennant will be flown from the main mast below other award pennants.

COMSCINST 1414.2B

13. Waivers. Request to waive any part of this instruction will be submitted via the unit's chain of command to include the Command Master Chief to:

MILITARY SEALIFT COMMAND (N00A)  
914 CHARLES MORRIS COURT SE  
WASHINGTON NAVY YARD DC 20398-5540

/S/  
D. A. LOEWER

Distribution:

COMSCINST 5215.5

List I (Case A, B, C, D)

SN DL	41B	(MSC Area Commanders)
	41D	(MSC Offices)
	41E	(APMC)
	41J	(OICMILDEPTs)
	41K	(COMAPSRON FOUR)
	41L	(COMPSRONs)
	41M	(TAGOS Project Office)